

# **A STUDY ON WELFARE RESOURCES OF EMPLOYEES IN MALABAR CEMENTS LTD WALAYAR**

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## **ABSTRACT**

“Welfare is comfortable living and working conditions”. Employee welfare means the efforts to make life worth living for workman. Employee welfare entails everything from services, facilities and benefits that are provided or done by an employer for the advantage or comfort of employees. Other forms of employee welfare include housing, health insurance, stipends, transportation and provision of food. People are the most important asset of an organization, and the accounting profession has no access and record the value and cost of people of an organization. Once this is accepted, the need for measuring the value for recording it in the books of accounts arises. The value of human of human assets can be increased substantially by making investment in their training and welfare activities in the same way as the value of repairs/overhauling etc.

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, housing, transportation, medical insurance and food. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Welfare measures helps in maintaining the morale and motivation of the employees high so as to retain the employees for longer periods.

The concept of labour welfare is elastic and flexible and differs widely with regions, time, Industries, country. The constituents of labour welfare included working hours, working

conditions, safety, provident funds, gratuity pensions, protection against indebtedness, rest room, canteens and toilet facilities, lunch. Employee welfare measures to promote the physical, social psychological and general well-being of the working populations.

A company is a type of business structure that is a separate legal entity from its owners. It's a complex business structure, with higher set-up and administrative costs because of extra reporting requirements and higher-level legal obligations, focused on the "Welfare measures of employees with special reference to Malabar cement Ltd

*Keywords: Employee, Employer, Welfare, Service, benefits*

## **INTRODUCTION**

Employee welfare means anything done for the comfort and improvement of the employees, over and above the wages paid. Welfare includes various services, facilities and amenities provided to employees for their betterment. These facilities may be provided voluntarily by progressive entrepreneurs, or statutory provisions may compel them to provide these amenities; or these may be undertaken by government or trade unions, if they have the required funds. The objective of employee welfare is to improve the life of the working class, to bring about holistic development of the worker's personality and so on. Employee welfare is in the interest of employee employer and the society as a whole. It enables workers to perform their work in health and favorable environment.

Hence, it improves efficiency of workers and keeps them content, thereby contributing to high employee morale. It also develops a sense of responsibility and dignity amongst the workers and thus makes them good citizens of the nation. Apart from the wages and salary, anything done by the organization to improve the living standard of employees and keep them contented comes under the realm of employee welfare. All those services, benefits and facilities offered to employees by the employer to make his life worth living, are included in employee welfare.

According to ILO, "Employee welfare should be understood as such service, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale".

## **APPROACHES TO IMPROVE EMPLOYEES WELFARE**

**Policing Approach:** According to this theory, the factory owners exploit the employee in an unfair manner. Instances of exploitation are making the employees work for long hours, paying low wages, neglecting health and safety provisions, providing unhygienic conditions of work, etc.

**Religion Approach:** The religion theory has two aspects namely, the investment aspect and atonement aspect. The investment aspect implies that the fruit of today's deeds will be reaped tomorrow. Any action, whether positive or negative, is thus, treated as an investment.

**Philanthropic Approach:** Affection for mankind is the basis of philanthropic theory. This theory refers to the provision of good working conditions, crèches and canteens out of pity on the part of the employers who want to remove the disabilities of the employees.

**Paternalistic Approach:** According to the paternalistic theory, the industrialist holds the entire industrial estate, properties and the profits accruing from them in trust. This trust is not actual and legal but it is moral. The employers provide for the well-being of their employees out of funds under their control. As, the whole enterprise is held in trust for the benefit of the employees, this theory is also called trusteeship theory.

## **OBJECTIVES**

1. To study the welfare facilities in Malabar Cements Ltd.
2. To study the satisfaction level of employees towards welfare measures.
3. To study the policies implemented by the organization to improve the welfare of the employees.
4. To suggest the measures to improve the employee welfare schemes based on the findings of the study.

## **RESEARCH METHODOLOGY**

The study is based on the primary and secondary data. The secondary data comprises research papers, articles related to fishers, book and websites. According to Clifford woody research comprises defining and redefining problem, formulating hypothesis or suggested solution collecting organizing and evaluating data making deductions and reaching conclusion at last carefully testing the conclusion to determine weathers they fit for formulating hypothesis. The methodology of research indicates the general pattern of organizing the procedures for gathering valid and reliable data for investigation. A research methodology is an outline of how a given piece of research is carried out. It defines the techniques or procedures that are used to identify and analyze information.

The problem of study is considered based on the Welfare Resources of employees. The organization Malabar cements Ltd is facing several challenges due to dynamic nature of business. One of the main challenges is to satisfy the factory employees. Hence it is necessary to conduct a study on job satisfaction level of factory employees. Being in cement manufacturing industry, the work environment is a very important aspect for Malabar cements ltd. Various work environment factors like temperature, lighting, ventilation, noise etc. vary inside the factory building. Hence it is necessary to understand the work environment and how it affects the job satisfaction level of factory employees. Thus the problem of this study can be stated as to determine the effect of work environment of Malabar cements ltd walayar on the welfare resource of employee of factory.

The problem of the study is based on the primary and secondary data. Secondary data comprises of articles, research paper, books and website. The study on the employee welfare in Malabar Cements Ltd in Walayar is adaptive, the survey done through on-site observation and the number of employers comes to 543. Welfare measures have very important role increasing the productivity of employee. The study further helps to improve the productivity of emphasis through the effectiveness of welfare measures. Simple Random Sampling technique is used in the study.

## ANALYSIS AND INTERPRETATION

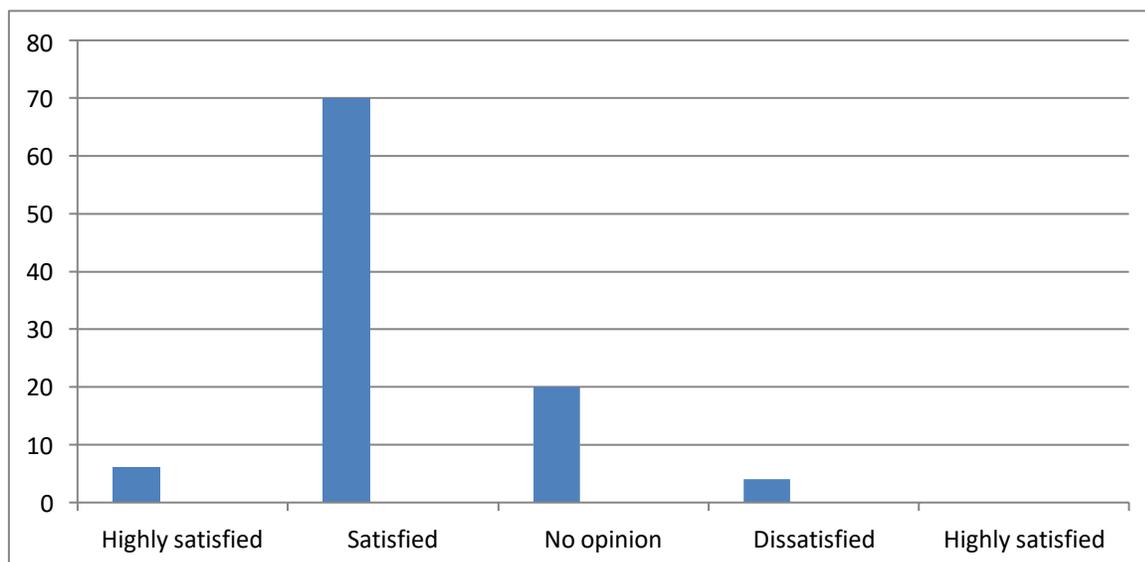
**TABLE: 1**

**Table: Showing opinion regarding provident fund benefits**

Response	No. of Respondents	Percentage
Highly Satisfied	3	5
Satisfied	35	70
No Opinion	10	20
Dissatisfied	2	4
Highly Dissatisfied	0	0
<b>Total</b>	<b>50</b>	<b>100</b>

From the table it is clear that 70% is satisfied, 20% has no opinion, 6% is highly satisfied and 4% is dissatisfied with the provident fund benefits.

**Figure: Showing opinion regarding provident fund benefits**



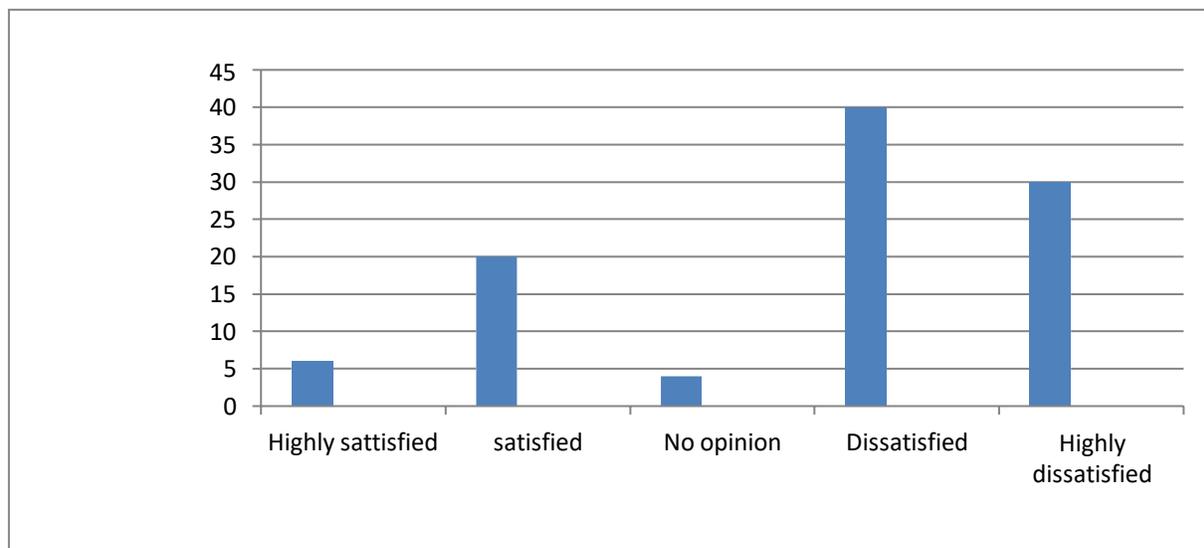
**TABLE: 2**

**Table: Opinion regarding salary and allowances**

Response	No. of Respondents	Percentage
	3	6
Satisfied	10	20
No opinion	2	4
Dissatisfied	20	40
Highly Dissatisfied	15	30
<b>Total</b>	<b>50</b>	<b>100</b>

The table reveals that 6% are highly satisfied, 20% are satisfied, 4% have no opinion, 40% are dissatisfied and 30% are highly dissatisfied.

**Figure: Showing opinion regarding salary and allowances**



## **FINDINGS**

- Majority of the employees have 2-5 years of working experience.
- Around the 72% of the employees are satisfied with the working hours.
- 22% of the employees are satisfied as well as have no opinion with the camping facilities.
- 60% I said this fire to add to 26% have no opinion regarding the gratuity scheme.
- 70% employees are satisfied with the leave benefits.
- 66% employees are satisfied while 16% are highly satisfied with the insurance plan.
- Around 4% employees face dissatisfaction with the shift duties and provident fund

## **SUGGESTION**

- Effective step should be taken to enhance the transportation facilities.
- The company can improve the grievance handling system so that they can increase employee's satisfaction.
- Candid facilities have to be improved.
- Festival allowance can be introduced
- The promotion and the increment policies have to be improved on performance basic.

## **CONCLUSION**

The study on welfare measures of employees helps the management to know the satisfaction level of the employees about the welfare measures provided by the hospital. From this study we can infer that the majority of the employees are satisfied with the welfare measures. The management is required to provide good facilities for the employees in such way that they become more satisfied about employees welfare facilities. They can also improve their welfare measures by introducing several facilities like accommodation, transportation etc. Therefore, there is a necessity of making some provision for improving the welfare facility through which employees will become happy and performance level increases. The organization can consider all the suggestions of the study for further policy formulation.

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